

UNIVERSITY of ALASKA



Staff Health Care Committee

August 28th Meeting Notes Tuesday, August 28th

Attendees:

Melodee Monson – Chair, Constance Dennis, Carolyn Simmons, Gwenna Richardson, Linda Hall, Ivan Leibbrandt, Mae Delcastillo, Mary Sue Dates (alt), Heather Arana (alt), Erika Van Flein, David Hinkley, Juella Sparks

Absent:

Monique Musick (alt), Maria Russell (alt), Catherine Williams, Elizabeth Williams

Guests:

Jennifer Elhard, Andy Anderson, Nicole Dufour, JD Cross, Jessica Garron, Carol Way

Topics:

- a. **Meeting notes** - July's meeting notes were reviewed and approved. August 2nd, special meeting regarding communication to UA staff, were reviewed and approved.
- b. **FY13 plan number changes (migration):**
 - a. 500 Plan a reduction of enrollment by -25%
 - b. 750 Plan a reduction of enrollment by -23%
 - c. HDHP Plan an increase of enrollment by 33%
 - d. Opt out increased from 11% in FY12 to 12% in FY13

Discussion:

1. JHCC have been discussing the opt out provision of the plan. It is recommended allowing the option if both members of the family are UA employees, one should have the ability to opt out and be on the other staff members plan. This would have to be worked into the plan.
2. It is being discussed that all others would be required to participate in the health care plan.
3. There is discussion about a spousal surcharge if a spouse has the option of coverage from their employer and that coverage is waived.
4. Lockton will review and research FY12 claims of those who opted out to see the financial impact if they were back into the plan.

5. A question was asked why the HSA (Health Savings Plan) is unavailable to those in the military or with other health care coverage. It was explained that those are Federal guidelines which UA cannot control.
6. President Gamble has asked the JHCC to research the Fairbanks North Star Borough's health plan. It is a \$200 deductible and at a low cost to employees. The Borough does charge \$110 per pay period of each employee who waives coverage.
7. The current split of cost is UA 83% / staff 17%. Beginning FY14 it will be UA 82% / staff 18%.
8. In addressing the issue of joining the State of Alaska plan, although we are public employees we are not state employees. That makes us ineligible to join the health care plan.
9. In removing the ability to opt out there is a chance that those individuals coming back on the plan could bring big claims with them.
 - a. Increasing our insured base spreads the cost.
 - b. How can the administration work to ease into the removal of opting out of the UA health care plan?
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- iii. As there is a lack of network facility in Juneau it may be possible to do a pilot program and see the benefits and real costs.
- iv. Premera is on